

MOS 79S Career Counselor

a. Major Duties: Career Counselor serves as a special staff adviser to the Commander and Command Sergeant Major on all matters relating to retention, career development, separations and attrition management. Assist in sustaining Army personnel readiness by developing, implementing and maintaining aggressive Army Retention Programs and attrition management programs, designed to accomplish specific goals and missions consistent with governing laws, policies and directives. Specifically Career Counselors are to counsel, reenlist, extend or transition qualified soldiers into the Active Army or Reserve Components. Counselors assist in achieving and maintaining force alignment through the retention or transfer of qualified soldier into critical skills and locations. Career Counselors directly impact Army end strength and are force multipliers. Their functions are critical to the war fighting effort and directly support the Five Pillars of Defense. These functions will continue when deployed, during war and OOTW or until suspended by the Secretary of the Army.

b. Prerequisites: (See HRC Enlisted Smart Book) <https://perscomnd04.army.mil/MOSMARTBK.nsf>

c. Goals for Development: The purpose of the Career Counselor Professional Development Model is to educate a Career Counselor on how their career and professional development patterns should unfold. To develop Career Counselors into professional NCOs, their assignments must focus on "On-Production Positions" at the battalion and brigade level. Follow-on assignments at division and division staff will then add to their overall professional and technical knowledge. Back-to-back, non-production positions should be avoided (such as going from Recruiter duty to operations, instructor, or staff to similar positions). It is possible these situations will occur due to direct assignment from Department of the Army. The NCO should seek more difficult, professionally rewarding, leadership positions: Senior Career Counselor at a large brigade with subordinate Career Counselors or Career Counselor positions of greater responsibility. Career Counselors should seek to become a well-rounded professionals during their careers by demonstrating their competence within a multi-echelon environment, encompassing a variety of operational and special assignments, CONUS and OCONUS.

(1) Staff Sergeant

- a. Institutional Training: None
- b. Operational Assignments: The focus during this phase of their career must be on continued development and refinement of their leadership, counseling skills and technical expertise. Duty assignments in units that will increase the experience, develop the counseling ability and leadership level of the NCO are: Bn Career Counselor, Bn Career Counselor of a separate battalion
- c. Self-development: At this stage soldiers should seek opportunities to pursue an associates degree. All Career Counselors should strive to maximize every opportunity to pursue advanced civilian education that focuses on improving the Counselor not only personally but also professionally. The Counselor's willingness to pursue educational goals that enhance their job performance could assist in future development.
- d. Additional Training: Transition NCO, Airborne, Air Assault, Recruiter, Battle Staff, Ranger course, Master Fitness Trainer
- e. Special Assignments: At this point in a Career Counselor's career, they should be focused on strengthening their counseling technique and technical proficiency. Operational assignments in battalion level positions are recommended. The only available and acceptable special assignment for a SSG is Recruiter.

(2) Sergeant First Class

- a. Institutional Training: ANCOG

- b. Operational Assignments: The focus during this phase of their career should be in Brigade assignments as a Senior Career Counselor for a minimum of 12 months. The Senior Career Counselor's job as the senior technical advisor to the commander is essential in the maintenance of unit combat readiness and Army end strength. Other important assignments for SFC are: Bn Career Counselor of a separate battalion, Bde Career Counselor, Operations NCO (MACOM / Installation with MSG Senior Career Counselor)
- c. Self-development: At this stage Career Counselors should be seeking avenues to complete an Associates degree. Courses in Management, Communications or Human Resources will only enhance their ability to counsel soldiers. A college degree is not a requirement for promotion but can be a deciding factor when it comes to selecting the best qualified.
- d. Additional Training: Transition NCO, Battle Staff, Master Fitness Trainer, Ranger, Airborne, and Instructor Training Course
- e. Special Assignments: Instructor/Writer, Recruiter, RMB Program Action Officer, EIS Analyst, and Career Management NCO

(3) Master Sergeant

- a. Institutional Training: None
- b. Operational Assignments: An important assignment for a MSG is Operations NCO at division level or higher. A tour as an Operations NCO (division level or higher) will increase the experience level required for SGM. It is beneficial to a MSG's career development to serve as an Operations NCO (division level or higher) for at least 12 months (may consist of one or more assignments). Other important assignments for MSG are: Brigade Senior Career Counselor, MACOM Senior Career Counselor, Installation Senior Career Counselor, Command Career Counselor
- c. Self-development: Civilian education is not a requirement for promotion to SGM. However, continuing civilian education (completion of associates or bachelors degree) is encouraged since promotion to SGM is very competitive and education level could make the difference between two otherwise equal records.
- d. Additional Training: Transition NCO, Master Fitness Trainer, Airborne, Air Assault, Ranger, Instructor Training Course, and Training Developer Course.
- e. Special Assignments: Chief Instructor/writer, RMB Program Action Officer, EIS Sr. Analyst, Operations NCO (Army G-1), RETAIN NCOIC, Career Advisor, SR Career Management NCO

(4) Sergeant Major

- a. Institutional Training: Sergeants Major Course
- b. Operational Assignments: The only operational assignment for a SGM is Command Career Counselor. Command Career Counselors are assigned to progressively higher commands starting at division level. These positions are: Installation Command Career Counselor (10,500 or more enlisted Assigned), Division Command Career Counselor, Corps Command Career Counselor, MACOM Command Career Counselor
- c. Self-development: At this stage continued self-development can only assist in the continued professional development of subordinate counselors.
- d. Additional Training: Master Fitness Trainer, Airborne.

- e. Special Assignments: SR Army Career Counselor (Army G-1), Director of the Retention Department at the Recruiting and Retention School, Branch SGM in the Policy and Eligibility Inquiry Branch at HRC and Branch SGM in the Reenlistment Management Branch at HRC.

Civilian Credentialing Opportunities On – Line: (See COOL website) <http://www.cool.army.mil/79s.htm>

Career Development Map: (See Professional Development Model)
http://www.rrs.army.mil/retention/Career_Map.htm

Army Degree Programs: (See SOCAD website) <http://www.soc.aascu.org/socad/79S.html>